



A majority of the parties who choose mediation have their cases successfully resolved.

Mediators are fair and neutral, they do not represent either party

Mediation is provided at no cost to you

Mediation is confidential

Montana Human Rights Bureau Fast-track Mediation

What is fast-track mediation?

- ♦ A trained mediator assists the parties in negotiating a no-fault resolution of a discrimination charge immediately after the charge is filed.
- ♦ A voluntary program, you decide if the fast-track option is right for you.

When?

- ♦ The Human Rights Bureau by law has 180 days to complete your case. Although mediation can occur at any time during your case, the Fast-track Mediation Option starts immediately when a discrimination charge is filed and ends on day 30.

Why?

- ♦ Mediation is scheduled within a few weeks of the filing of a complaint. Successful mediation avoids a time-consuming investigation and achieves prompt resolution of the complaint.
- ♦ The mediation process is confidential and separate from the investigation process. Information from mediation will not be shared with an investigator.
- ♦ Mediation saves time and money for employees and employers. There is no cost to either party for mediation.
- ♦ Helps resolve conflicts in an informal, expeditious and cost effective manner.
- ♦ You design your own solution to resolve the case.
- ♦ Mediation is impartial.
- ♦ Mediation is scheduled at your convenience.

What if fast-track mediation does not result in resolution?

- ♦ If the parties are unable to reach a satisfactory solution, the case will move to investigation. All investigations by law must be completed in 180 days.

Do I need an attorney?

- ♦ You may retain an attorney but one is not required. You may consult with your attorney or representative at any time.

How can I learn more about fast-track mediation?

- ♦ Call Tami Bishop Rhodes, Mediator at (406)323-2078 or 1-800-542-0807 (press zero, ask for Tami) or e-mail trhodes@mt.gov

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